

HOUSE EDUCATION COMMITTEE SUBSTITUTE FOR  
HOUSE JOINT MEMORIAL 104

46TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2003

A JOINT MEMORIAL

REQUESTING THE COMMISSION ON HIGHER EDUCATION TO ESTABLISH AND  
IMPLEMENT GUIDELINES REGARDING THE RATIO OF FULL-TIME TO PART-  
TIME FACULTY AND STAFF AT STATE INSTITUTIONS OF HIGHER  
EDUCATION.

WHEREAS, the commission on higher education has studied  
and reported on the issue of ratios of full-time to part-time  
faculty and staff and its impact on the quality of service  
provided by the state institutions of higher education; and

WHEREAS, the report does not yield definitive conclusions  
regarding the impact of various ratios of full-time to part-  
time faculty and staff; and

WHEREAS, the literature reviewed in the report suggests  
the following serious disadvantages to achieving quality  
education arising from the use of part-time faculty and staff:

. 146983. 1

underscored material = new  
[bracketed material] = delete

1           A. part-time faculty assignment to core courses  
2 that should be taught by full-time faculty;

3           B. continual employment of part-time faculty and  
4 staff over the years with no contract or commitment by the  
5 institution;

6           C. part-time faculty and staff often do not receive  
7 employment benefits;

8           D. few part-time faculty and staff participate in  
9 curriculum planning, program assessment and other academic  
10 decision-making processes;

11           E. part-time faculty and staff are not often  
12 engaged in team teaching, research collaboration, grant writing  
13 and other aspects of institutional life; and

14           F. full-time faculty and staff must absorb the  
15 planning, student advisement and governance duties when too  
16 many part-time faculty and staff are employed; and

17           WHEREAS, the commission on higher education study does not  
18 address the possible relationship of the ratio of full-time to  
19 part-time faculty and staff to the high turnover rates of  
20 faculty and staff and the adverse impact on the quality of  
21 educational services; and

22           WHEREAS, guidelines for optimal ratios of full-time to  
23 part-time faculty and staff are not established and the trends  
24 are not monitored; and

25           WHEREAS, after continued systematic monitoring and

1 analysis of information about the current staffing practices in  
2 public higher education institutions, a determination should be  
3 made of whether there is a need for setting up a more  
4 structured and organized system for hiring and retaining part-  
5 time faculty and staff in those institutions;

6 NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE  
7 STATE OF NEW MEXICO that the commission on higher education be  
8 requested to establish guidelines that do not exceed those  
9 ratios that currently reflect recognized best practices and,  
10 furthermore, will enhance and maintain the delivery of quality  
11 higher education services; and

12 BE IT FURTHER RESOLVED that the commission on higher  
13 education systematically and annually monitor and analyze  
14 information regarding the impact of these guidelines on the  
15 quality of education at state institutions of higher education;  
16 and

17 BE IT FURTHER RESOLVED that the commission on higher  
18 education implement formal and continued annual monitoring of  
19 ratios of full-time to part-time faculty and staff and  
20 determine the impact on the delivery of higher education  
21 services; and

22 BE IT FURTHER RESOLVED that the findings and  
23 recommendations resulting from the implementation of the  
24 guidelines and the monitoring be provided to the legislative  
25 education study committee by November 1, 2003; and

. 146983. 1

